



POLICY FOR EQUALITY, DIVERSITY AND EQUAL TREATMENT

Tekniska Högskolans studentkår

Adopted by the Student Union Council 2015-05-12

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Background

Equality, diversity and equal treatment (JML) are prerequisites for community, development and joy. Tekniska högskolans Studentkår (THS) should be a place where everyone can feel safe, be yourself, and develop as a person. THS should be a safe environment where discrimination and harassment are not present.¹

Purpose

The purpose of the THS Policy for Equality, Diversity and Equal Opportunities (JML policy) is to clarify and create guidelines for how THS works with JML issues. The policy must also clarify responsibility for JML issues and routines for registration and support at all levels within THS. The policy must be a tool and support in JML work within THS.

Scope

THS Policy for Equality, Diversity and Equal Treatment applies to the entire THS as well as the organizations and companies that are subject to it. It includes chapters, associations and groups within THS. The policy covers THS's activities, persons representing THS and all events organized in THS's premises.

Policy

- THS' organization and activities must have an open and inclusive culture and be permeated by diversity.
- THS must have a safe and accessible physical and psychosocial environment where everyone can develop personally, educationally and career-wise.
- Within THS, everyone must be treated on equal terms and have the same opportunity to take part in THS' activities and organization.

¹ <https://www.av.se/halsa-och-sakerhet/psykisk-ohalsa-stress-hot-och-vald/mobbning/>



- THS has zero tolerance for discrimination and harassment, sexual harassment and abusive discrimination.²
- THS must be actively norm-critical and self-examining.³
- THS shall be a transparent organization that communicates in an accessible way.

Responsibility

THS Head of Student Welfare and THS Head of Student Social Activities, together with the Union President, have overall responsibility for issues of equality, diversity and equal treatment at THS. They are also responsible for ensuring that the policy is followed within THS's central operations.

The President or other person responsible for the chapter, association or other group within THS is responsible for ensuring that the policy is followed in their organization. This also includes the responsibility for the active work to ensure that the policy is taken into account in the operations.

Procedures for reporting and support

In order to be prepared for incidents where this policy is violated, routines for reporting and support should be in place for THS's central operations, where it is clear how THS acts in the event of knowledge of breaches of this policy. Responsible for the routines are THS Head of Student Welfare, THS Head of Student Social Activities and Union President.

Corresponding routines should also be in place at the local level in the chapters and union associations. THS Central shall support their work in creating and maintaining such routines.

History

Adopted by the Union Council 1415-KF-05 2015-05-12.

Revised policy adopted by Union Council 2122-KF-03 2022-02-22.

² The Discrimination Act (SFS 2008: 567),
The Discrimination Ombudsman,
UN conventions on human rights, Government Offices, 2011

³ Break a norm, Sweden's united student unions 2010



Appendix 1. History

The original document was produced by the working group for JML policy 2015.

The working group consisted of:

- Emma Grundén, Head of Study Social 14/15
- Amanda Sterner Nordin, Head of Educational Influence 14/15
- Fredrik Abele, Head of Communications 14/15
- Jonas Hongisto
- Angelina von Gegerfelt
- Jenny Norelius
- David Sandelin

The document was revised by the working group for JML policy 2021.

The working group consisted of:

- Ävelin Pantigoso, Study Social Officer 20/21
- Berg, Union Board member 20/21
- Oscar Stenström, Head of Educational Influence 2020
- Theresa Döös
- Tobias Gabi Goobar
- Jonas Vendel

Revision finished by:

- Oscar Stenström, Union Board member 21/22
- Ossian Ahlkvist, Union Board member 21/22



Appendix 2. Definitions

Discrimination

That someone is treated worse, disadvantaged or violated due to one of the seven grounds of discrimination (gender, gender identity or gender expression, ethnicity, religion or other beliefs, disabilities, sexual orientation e ller age). The discrimination can be direct, indirect, in the form of harassment, sexual harassment, lack of accessibility or instructions to discriminate.⁴

Equality

That all individuals are of equal value, that they have the same status and respect. It presupposes the same opportunities, rights and obligations.

Discriminatory treatment

The Work Environment Act regulates the employer's responsibility for the work environment. The concept of abusive discrimination is addressed in the general regulation AFS 2015: 4 Organizational and social work environment. Offensive discrimination means acts that are directed at one or more employees / students in an offensive manner and that can lead to ill health or that these are placed outside the workplace community. The actions do not have to be repeated to be perceived as offensive, it can also be a single event.

Examples of actions that can make one or more people feel frozen or outcast:

- Condescending and ridiculous comments.
- Defame and / or devalue someone.
- Sabotage or hinder someone's work, for example by withholding information or giving incorrect information.
- Systematically ignore an employee / student by, for example, withholding information or giving incorrect information.
- Criticize and / or ridicule someone in front of others.

Other terms often used to describe similar behaviors or behaviors are bullying, psychological violence, and social exclusion. These attitudes are about gross disrespect and violate general notions of honor and morality about how people should be treated. Ejection and freezing are two main types of abusive discrimination. Ejection is about active, destructive actions directed at one or more people, and freezing about behaviors that demonstrate perceptions of a person or people's lesser value. It is the person or persons who have been exposed who decides what is considered offensive.

⁴ The Discrimination Ombudsman (DO): <https://www.do.se/om-diskriminering/vad-ar-diskriminering/>



Equal treatment

That all individuals are treated on equal terms.

Equal conditions

That everyone should have the same opportunities regardless of their circumstances. Equal conditions mean that everyone has the same conditions for power and influence, finances, education, health, physical integrity and an even distribution of unpaid care work.

Diversity

Diversity is a variation in the characteristics and background of individuals in a group. Diversity is associated with differences between social categories, in Sweden especially in relation to the seven grounds of discrimination (gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age).

Norms

Behavior that is socially accepted and considered normal. Working critically on norms means identifying and questioning norms, rather than questioning those who break norms.

Psychosocial

Relates to the interplay between social factors, individual behavior and individual thoughts.⁵

Sexual harassment

Sexual harassment is an act of a sexual nature that violates someone's dignity. It can be about touches, paws, jokes, suggestions, glances or images that are sexually alluding and that are perceived as demeaning. Sexual harassment differs from flirting in that it is considered or perceived as unwelcome. What harassment has in common is that it is often repeated and makes a person feel insulted, threatened, offended or ill-treated. It is the victim who decides what he considers to be insulting, threatening, abusive or ill-treated.

Harassment

Harassment is a behavior that violates a person's dignity. Harassment is prohibited under Swedish law if it is related to the seven grounds of discrimination. Harassment can include the use of ridiculous or derogatory generalizations. It can also be a matter of ignoring or withholding information that is related to one of the grounds of discrimination.

⁵ Oxford Dictionary: <http://www.oxforddictionaries.com/definition/english/psychosocial>



What harassment has in common is that it makes a person feel insulted, threatened, offended or mistreated.⁶

⁶ Discrimination Ombudsman (DO):

<https://www.do.se/om-diskriminering/vad-ar-diskriminering/trakasserier-och-sexuella-trakasserier/>

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